

# HIGH RETENTION HR SYSTEMS: BRIDGING EMPLOYEE WELLBEING AND ORGANIZATIONAL COMMITMENT FOR SUSTAINABLE SUCCESS

Lorina BUGA<sup>a\*</sup>

<sup>a)</sup> Academy of Economic Studies of Moldova, Chişinău, Republic of Moldova

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**Abstract:** This paper explores the shift in Human Resource (HR) management towards high retention HR systems, crucial for enhancing organizational commitment and employee well-being. Traditional HR models focused on performance metrics have struggled to maintain long-term employee retention and overall organizational health. In response, high retention HR systems prioritize the holistic needs of employees, fostering supportive and engaging environments that encourage long-term commitment and satisfaction. These systems integrate practices focused on employee well-being, work-life balance, and inclusivity, aiming to build sustainable, mutually beneficial relationships between employees and organizations. Through detailed analysis, this paper underscores the importance of prioritizing employee well-being and organizational commitment for sustainable success. It provides insights into the significance of high retention HR systems in the modern workforce, suggesting directions for future research and practice in this area.

**Key words:** high retention HR systems; organizational commitment; employee wellbeing; work-life balance; inclusive culture

**JEL Classification:** M12; M54; J24; J28; J81

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\* Corresponding author. E-mail address: psiholog.lorina@gmail.com.

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